



Getting the Most from Your Rehab Travel Career

Part II: How to Select a Rehab Travel Company

If you have taken advantage of Part I of this series of articles, you've completed a thorough self-assessment, defined your goals, set some time frames, and feel great about exactly what you want from your career. Congratulations on taking that important step. You now have a sense of clarity that will make the road ahead a bit more enjoyable and productive.

Now it's time to find the small group of firms that can be your guide in achieving your dreams. In Part II, we give you the tools to make great choices, along with advice for making the most of your recruiter relationship.

As traveling and local contract rehabilitation therapists, you will not only work in various locations, but you will undoubtedly work with numerous staffing firms throughout your career. It is rare that any single firm will have everything you're looking for at every moment. Therefore, it is critical to identify what is most important to you when working with recruiters and their companies, and to make deliberate choices that are best for you.

We've taken our many years of experience working with rehab therapists like you, and have organized it into several categories of information we believe will help you in making the best choices.

What to Look For

Plenty of Jobs

First and foremost, make sure the company you're talking to has plenty of jobs in the right areas and settings. Not all companies will have exactly what you're looking for, but if they have a large number of opportunities that change frequently, they can probably find the assignment you're seeking.

Recruiters You 'Click' With

A great recruiter can make the difference between achieving your career goals and letting them slip away as distant memories. While working on contract can be one of the most fulfilling career choices, it can also be difficult. You may not be treated the same as full-time staff. You may be expected to do more, and you may be excluded from decisions.

This is where your recruiter comes in. A great recruiter can make a good assignment great, and can even help turn a boring one into something much more enjoyable for you. Great recruiters will learn about your goals, motivations, preferences and decision-making style. Ideally, your recruiter will be able to anticipate which jobs you'll be interested in before they even talk with you about them. A great recruiter will know about market conditions, hot markets, and compensation and won't hesitate to share this information.

It's also important that you enjoy your recruiter. If you don't, work with someone else, even if it's another recruiter in the same company. This person is your lifeline; you need to enjoy talking with them.

It's not hard to make decisions when you know what your values are. ~ Roy Disney

Responsive & Friendly Staff

Is your recruiter listening or selling? Are they responsive to your questions and requests? What about after hours numbers in case of emergencies? Will the recruiters and housing coordinators give you their cell numbers in case you need them on the weekend?

It's also important that you're working with a friendly staff. Call into the main number and ask for credentialing or housing. How friendly is the receptionist, benefits



coordinator, or payroll department? If their employees are happy, you'll likely be treated very well.

Perks

In today's market, nearly every rehab therapy staffing company pays a competitive rate. One way the best companies stand out is in the perks or loyalty programs they offer. Look for:

- *Paid time off (PTO) programs*
- *Student loan reimbursement*
- *Sign-on bonuses*
- *Cell phone reimbursements*
- *Premium housing packages*
- *Tax-free advantage programs*
- *Licensure assistance*
- *Direct deposit*
- *Company paid insurance*
- *401k with match*

Every company has a different offering, and it can be difficult to make an apples to apples comparison, but decide what's most important to you, and find a company that offers these extras.

A Support System

Overall, you should be looking for a company that offers the best combination of as many of these things as you can find. You may be an independent specialist, but you do need a team behind you. In addition, you may love your recruiter, but if the company offers substandard pay, housing, or benefits, it's time to move on. Will they hunt for a position you want if they don't currently have it available? Do they live up to their promises?

In many cases you can get this information by talking with other travel or local contract therapists who have experience with the firm. However, if that type of inside information isn't available, you'll need to be armed with the right questions that will help you make the right assessment before moving forward.

What to Avoid

While the folks you speak with may sound great, there are always telltale signs that you may not have found the best company. Avoid companies that are too small. In most cases, very small staffing companies have limited opportunities and even fewer resources. Look for companies that employ housing and credentialing specialists. You do NOT want your recruiter to do this. You may also consider avoiding companies that generate most of their business from areas other than rehab therapy. You might feel left out if 95 out of 100 workers they have on staff are nurses. On the other hand, you don't want to be treated like a number.

Above all, seek out honest, ethical companies that value you as a professional and that uphold contractual agreements.

About MDI Medical

MDI Medical is a JCAHO-certified healthcare staffing firm that delivers the finest career opportunities for Physical Therapists, Occupational Therapists, and Speech Language Pathologists. Our only business is the Rehab Therapy business, and with nearly 2,000 jobs to choose from each day, MDI has an opportunity for just about everyone.

MDI Medical is a division of the MDI Group, a staffing and professional services organization headquartered in Atlanta, GA. MDI has recorded 19 consecutive years of profitable growth, finishing 2006 with revenues over \$63 million earned from over 350 different clients.

MDI's philosophy is simple – be a great place for great people to work. To meet this goal, MDI focuses on recruiting to maintain a pipeline of quality candidates, puts the traveler first and treats people right.

As a testament to its success, MDI has earned multiple awards and recognition, such as Business Owner of the Year, from NAWBO; Top Companies for Women, from Atlanta Woman Magazine, and Top Diversity-Owned Companies in the US from DiversityBusiness.com. Furthermore, additional recognition has been received from publications such as Entrepreneur, Georgia Trend, Business to Business, Catalyst and the Atlanta Journal and Constitution.



MDI Medical has earned the
Joint Commission's Gold Seal of Approval™